



# Army CP-14 Workforce Development Roadmap

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# Workforce Development

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## Roadmap

- **Scope:** The Roadmap applies to all DA CP-14 personnel who are assigned to Acquisition Career Fields of Contracting, Purchasing, Production, Quality and Manufacturing, and Industrial/Contract Property Management.



# Workforce Development

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## Roadmap

- **Objective:** The Roadmap provides a guide for the career development of contracting and acquisition (CP-14) personnel to help ensure the Army has well-trained and highly skilled professionals empowered to carry out its mission.



# Workforce Development Roadmap

## Roadmap Features:

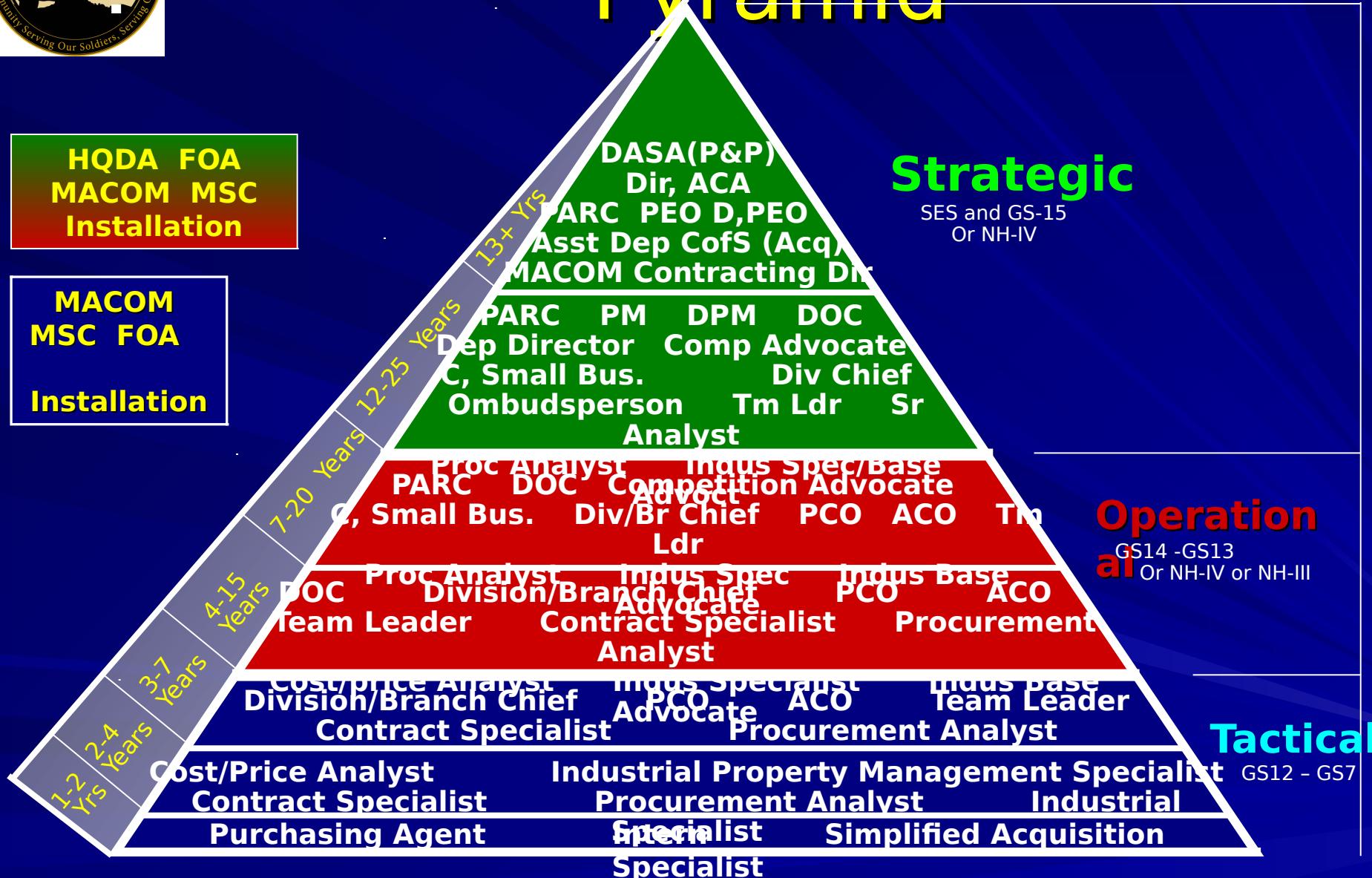
- Scope
- References
- Objective
- CP-14 Competency Roadmap
- Career Progression
- Hiring
- Interns
- Education, Training, & Experience
- Leader Development
- Career Advancement
- Resources
- Career Advisors

Directly linked  
to CP-14  
ACTEDS

[http://cpol.army.mil/library/training/acteds/CP\\_14/](http://cpol.army.mil/library/training/acteds/CP_14/)



# CP-14 Civilian Career Pyramid





# Workforce Development Roadmap

- Separate Roadmap for each series in CP-14
  - 1102, Contracting
  - 1101, General Business & Industry
  - 1105, Purchasing
  - 1150, Industrial Specialist
  - 1103, Industrial/Contract Property Management

# Contracting 1102

# Roadmap Competencies Matrix

\* Requirement under development

<sup>^</sup>As identified, Education, Certification, Leadership Competencies, & Promotion Criteria feed Executive Core Qualifications for SES (Leading Change, Leading People, Results Driven, Business Acumen, & Building Coalitions/Communications). See [www.leadership.oom.gov/eca.cfm](http://www.leadership.oom.gov/eca.cfm) for specifics.

# CP-14, Contracting

## 1102 Education & Certification

Education & Certification (✓ = Required, ○ = Desired)		Baccalaureate degree	Minimum 24 semester hours in business field	Graduate studies in business related fields	Master's degree	Contracting Level I Certification	Contracting Level II Certification	Contracting Level III Certification	Professional Certification	Secondary career field certifications	Army Acquisition Corp Memberships	Civilian Leadership Training Core Curriculum
Interns	(T)	✓	✓	○	✓	✓	✓					
Specialists	(T)	✓	✓	○	○	✓	✓	○	○	○	○	✓*
Team Leaders	(O)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓
Supervisors	(O)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓
Managers	(S)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓
Executives	(S)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓

\* Requirement under development

# CP-14, Contracting

# 1102 Leadership Competency Levels

Leadership Competency Levels ■ = Develop competency)		Interface with DA/DO/TD/Leaders, etc.	Human Resources	Resource Management	Managerial	Performance Management	Employee Focus	Leading Support	Organizational Perspective	Project Management	Creativity & Innovation	Conflict Management	Flexibility	Change Management	Customer Service	Technical Credibility	Problem Solving	Communication	Interpersonal Skills
Interns	(T)																		
Specialists	(T)									■	■	■	■	■	■	■	■	■	■
Team Leaders	(O)				■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Supervisors	(O)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Managers	(S)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Executives	(S)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

# CP-14, Contracting 1102 Career Advancement Criteria

Career Advancement (Priority Order)		Technical Knowledge & Experience	Teamworking	Interpersonal Skills	Self Development	Contracting Excellence & Education	Leadership Capability	Management Capability
Interns	(T)	1	2	2	3	4	5	
Specialists	(T)	1	2	2	3	4	5	
Team Leaders	(O)	2	1	1	4	3	1	
Supervisors	(O)	3	1	1	4	2	1	1
Managers	(S)	3	1	1	4	2	1	1
Executives	(S)	3	1	1	4	2	1	1

(S) = Strategic  
(O) = Operational  
(T) = Tactical



# Workforce Development Roadmap

- **The Roadmap is interconnected with**
  - CP-14 Army Civilian Training, Education and Development System (ACTEDS) Plan
  - Individual Development Plans (IDP)
- **Responsibility**
  - Managers
  - Workforce (YOU)
- **Governance Board** at PARC level established to manage pieces of development